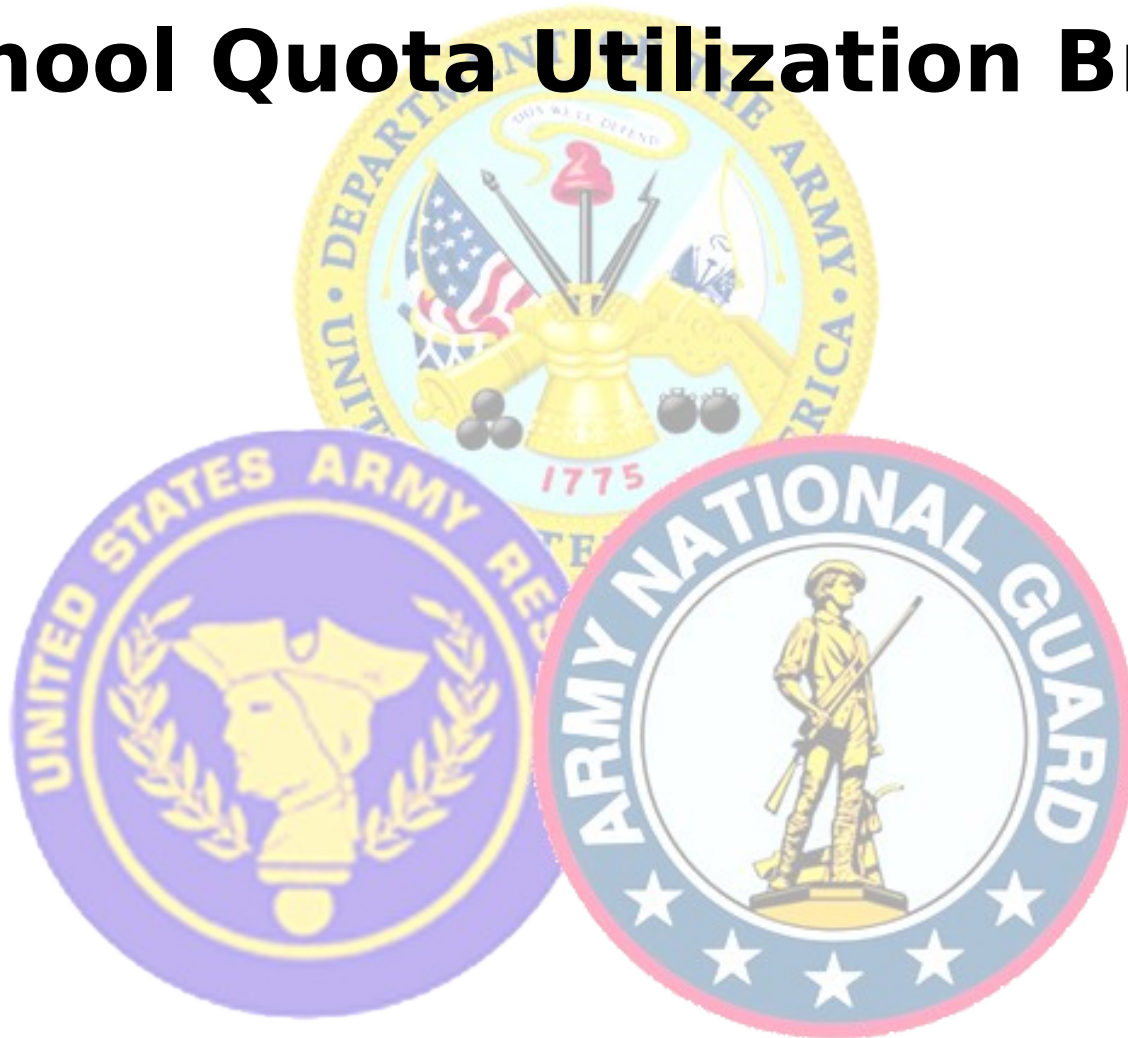


# School Quota Utilization Brief



## Training and Doctrine Command

# **Purpose**

- **Provide information on school quota utilization**
- **Identify specific performance trends**
- **Layout potential actions to improve performance**

# **Desired Outcome**

**Achieve concurrence on a solution  
set of actions the Army can take to  
improve RC quota utilization**

# **Methodology**

- **Review overall performance**
- **Examine performance by school category**
- **Isolate areas with greatest potential**
- **Review quarterly performance**
- **Determine contributing factors**
- **Recommend solution set**

# **Data**

- **Quarterly Training Utilization Module (QTUM)**
- **Access through ATRRS website**
- **Analysis tool for historical training utilization**
- **Does not include all non-conducted classes**
- **Data is shown as Quotas and Inputs**
- **Green-Amber-Red status is added for affect**

# Quarterly Training Utilization Module (QTUM) Categories

	<b>IET</b>	<b>NCOES</b>	<b>OES</b>	<b>WOES</b>	<b>AVN</b>	<b>OTHER</b>
<b>AC</b>	<b>BCT AIT OSUT RECLASS (FTU and RCBN not included )</b>	<b>PLDC BNCOC ANCOC FSC BSC SGMC</b>	<b>OBC OAC CAS3 CGSC</b>	<b>WOC WOBC WOAC WOSC WOSSC</b>	<b>IERW AQC ADVQUA L</b>	<b>FUNC ASI SQI</b>
<b>RC</b>	<b>RECLASS</b>	<b>PLDC BNCOC ANCOC FSC BSC</b>	<b>CAS3 CGSC</b>		<b>AQC</b>	<b>FUNC ASI SQI ARRTC PEC</b>

# FY01 Quota Utilization Summary

## Macro Overview

	ACTIVE	USAR	ARNG	Total
<div> <div>90-100% <span style="display:inline-block; width:10px; height:10px; background-color:teal; border:1px solid black;"></span></div> <div>80-89% <span style="display:inline-block; width:10px; height:10px; background-color:yellow; border:1px solid black;"></span></div> <div>≤79% <span style="display:inline-block; width:10px; height:10px; background-color:red; border:1px solid black;"></span></div> </div> <div> <b>AC</b>  <b>Schools</b> </div>	<b>97%</b> ↑ 322,562/332,755	<b>85%</b> ↑ 46,542/54,756	<b>91%</b> ↑ 54,787/60,259	<b>95%</b> ↑ 423,891/447,770
<div> <div>90-100% <span style="display:inline-block; width:10px; height:10px; background-color:teal; border:1px solid black;"></span></div> <div>80-89% <span style="display:inline-block; width:10px; height:10px; background-color:yellow; border:1px solid black;"></span></div> <div>≤79% <span style="display:inline-block; width:10px; height:10px; background-color:red; border:1px solid black;"></span></div> </div> <div> <b>RC</b>  <b>Schools</b> </div>	<b>87%</b> ↓ 2,585/2,960	<b>88%</b> ↑ 42,517/48,535	<b>102%</b> ↑ 76,021/74,720	<b>96%</b> ↑ 121,123/126,215
<div> <div>90-100% <span style="display:inline-block; width:10px; height:10px; background-color:teal; border:1px solid black;"></span></div> <div>80-89% <span style="display:inline-block; width:10px; height:10px; background-color:yellow; border:1px solid black;"></span></div> <div>≤79% <span style="display:inline-block; width:10px; height:10px; background-color:red; border:1px solid black;"></span></div> </div> <div> <b>Total</b> </div>	<b>97%</b> ↑ 325,147/335,715	<b>86%</b> ↑ 89,059/103,291	<b>97%</b> ↑ 130,808/134,979	<b>95%</b> ↑ 545,014/573,985

Arrow indicates change from previous year

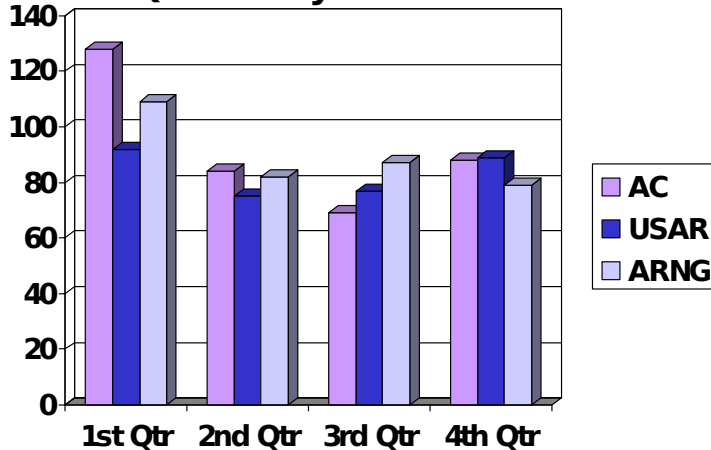
# FY01 Quota Utilization by Category in AC Schools

<div> <div>90-100% <span style="color: green;">■</span></div> <div>80-89% <span style="color: yellow;">■</span></div> <div>≤79% <span style="color: red;">■</span></div> </div> <div>Inputs/Quotas</div>	ACTIVE	USAR	ARNG	TOTAL	
	89% 119,859/134,183	86% 33,116/38,325	92% 41,574/45,273	89% 194,449/217,781	(unused) ← 23,332
NCOES	94% 63,534/67,461	79% 1,790/2,270	80% 1,913/2,395	93% 67,237/72,126	← 4,889
OES	96% 10,990/11,392	86% 1,482/1,706	84% 2,322/2,774	93% 14,794/15,872	← 1,078
WOES	97% 2,426/2,501	74% 315/423	100% 993/989	95% 3,734/3,913	← 179
AVN	90% 2,339/2,609	72% 101/140	86% 715/834	88% 3,155/3,583	← 428
OTHER	108% 123,524/114,609	82% 9,738/11,892	91% 7,270/7,994	104% 140,552/134,495	← +6,027
TOTAL	97% 322,562/332,755	85% 46,542/54,756	91% 54,787/60,259	95% 423,891/447,770	← 23,879

# Initial Entry Training

## Basic Training




**FY01 Quarterly Performance**



- **87% (10,482) of unused quotas are 2<sup>nd</sup> &**
- **Same period FY99 - 12,692 & FY00 - 10,8**
- **Over forecasted 2<sup>nd</sup> & 3<sup>rd</sup> Qtr requirements**
- **Under forecasted 1<sup>st</sup> Qtr requirements**

**FY01 Summary**

	QUOTA S	INPUTS	% FILL	UNUSE D
AC	51,721	45,407	87%	6,314
USAR	17,938	14,803	82%	3,135
ARNG	19,148	16,580	86%	2,568
TOTAL	88,807	76,790	86%	12,017

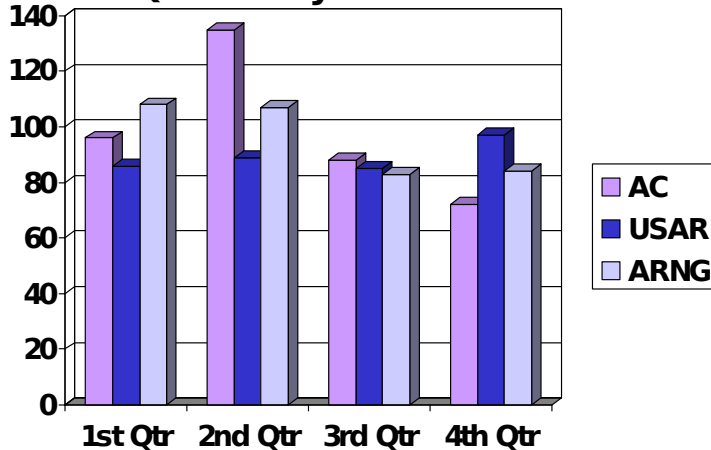
90-100%   
 80-89%   
 ≤79% 



# Initial Entry Training

## Advanced Individual Training




**FY01 Quarterly Performance**



•Note shift in BT peak to 2<sup>nd</sup> Qtr AIT

**FY01 Summary**

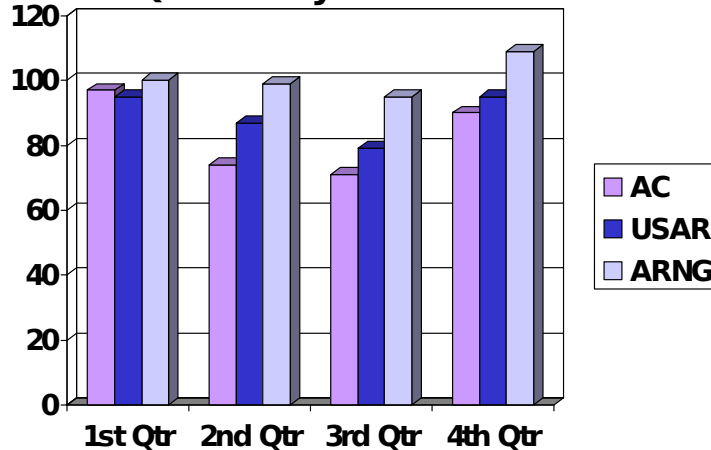
	QUOTA S	INPUTS	% FILL	UNUSE D
AC	51,581	49,100	95%	2,481
USAR	17,877	16,113	90%	1,764
ARNG	17,312	16,211	93%	1,101
TOTAL	86,770	81,424	93%	5,346

90-100%   
 80-89%   
 ≤79% 

# Initial Entry Training

## One Station Unit Training




**FY01 Quarterly Performance**



• Performance is dependant upon accessio

**FY01 Summary**

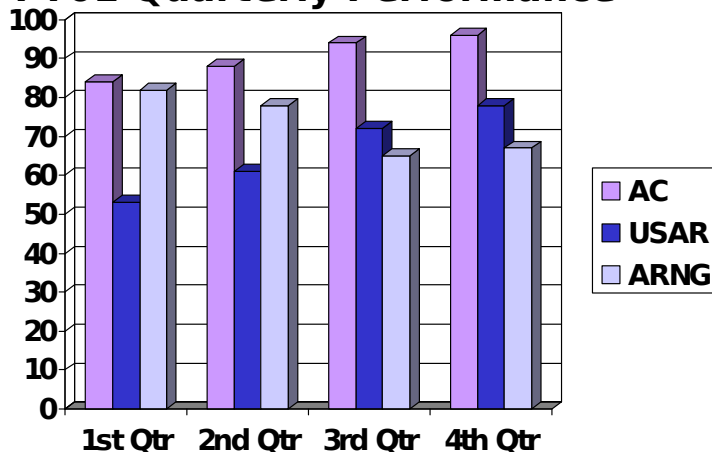
	QUOTA S	INPUTS	% FILL	UNUSE D
AC	26,668	21,975	82%	4,693
USAR	2,510	2,200	87%	310
ARNG	8,813	8,783	99%	30
TOTAL	37,991	32,958	86%	5,033

90-100%   
 80-89%   
 ≤79% 

# Non-Commissioned Officer Education System

## AC BNCOC

**FY01 Quarterly Performance**



- ARNG/USAR requirements are mostly AGR

- USAR AGRs managed by AR PERSCOM




- ARNG AGRs managed by States

- Equivalent Credit policy changing requirements

**FY01 Summary**

	QUOTA S	INPUTS	% FILL	UNUSE D
AC	21,104	19,328	91%	1,776
USAR	1,176	815	69%	361
ARNG	1,089	789	72%	300
TOTAL	23,369	20,932	89%	2,437

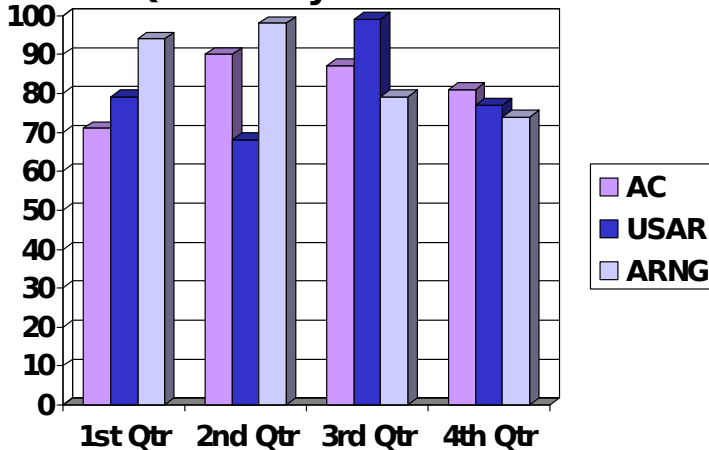
- Decrease requirements in FY03/04

90-100%   
 80-89%   
 ≤79% 

# Non-Commissioned Officer Education System

## AC ANCOC

**FY01 Quarterly Performance**






• Same issues as AC BNCOC

• 4<sup>th</sup> Qtr school in conflict with RC unit ATs

**FY01 Summary**

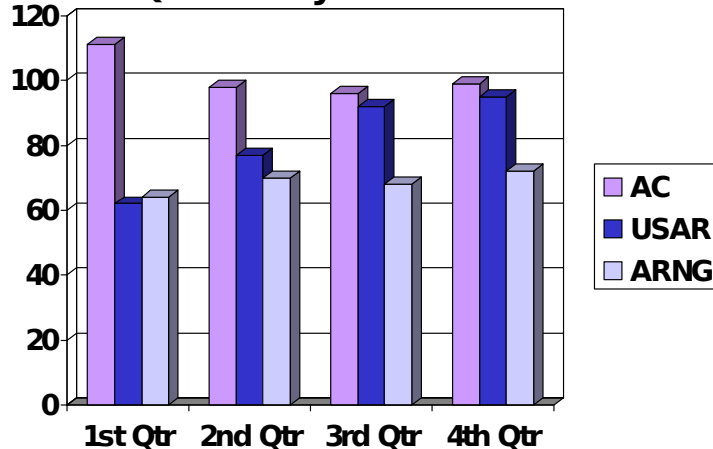
	QUOTA S	INPUTS	% FILL	UNUSE D
AC	13,681	11,647	85%	2,034
USAR	817	658	80%	159
ARNG	1,119	964	86%	155
TOTAL	15,617	13,269	84%	2,348

90-100%   
 80-89%   
 ≤79% 

# Officer Education System

## AC OAC

**FY01 Quarterly Performance**



• ARNG has the majority of unused quotas




• 4 year average inputs about 1400 for ARNG

• Requirements continue to increase: 1400 to 1800




• Resident OAC is not a high priority for most States

**FY01 Summary**

	QUOTA S	INPUTS	% FILL	UNUSE D
AC	2,717	2,734	100%	+17
USAR	907	787	86%	120
ARNG	1,840	1,275	69%	565
TOTAL	5,464	4,796	87%	668

90-100%   
 80-89%   
 ≤79% 

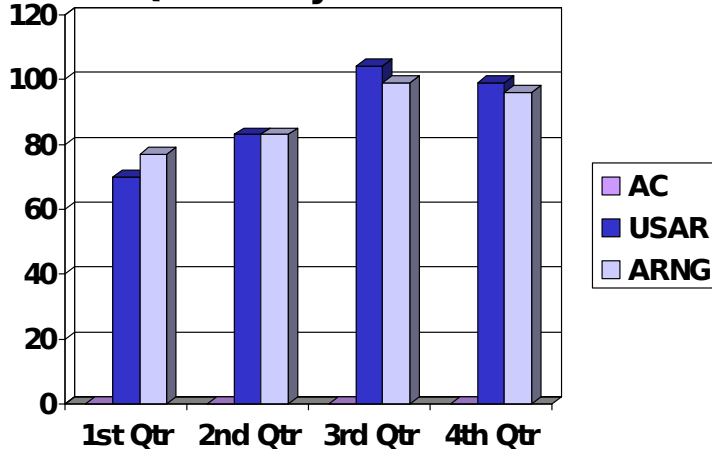
# FY01 Quota Utilization by Category in RC Schools

Inputs/Quotas					(unused)
	ACTIVE	USAR	ARNG	TOTAL	
	90-100% 	80-89% 	≤79% 		
<b>RECLASS</b>	<b>100%</b> 18/0	<b>75%</b> 9,811/13,034	<b>82%</b> 19,356/23,733	<b>79%</b> 29,185/36,767	← 7,582
<b>NCOES</b>	<b>84%</b> 22/26	<b>79%</b> 10,908/13,868	<b>90%</b> 19,430/21,668	<b>85%</b> 30,360/35,562	← 5,202
<b>OES</b>	<b>80%</b> 719/899	<b>114%</b> 3,470/3,056	<b>99%</b> 3,362/3,408	<b>103%</b> 7,551/7,363	← + 188
<b>AVN</b>	<b>100%</b> 1/1	<b>100%</b> 0/0	<b>99%</b> 286/289	<b>99%</b> 287/290	← 3
<b>OTHER</b>	<b>90%</b> 1,825/2,034	<b>99%</b> 18,328/18,577	<b>131%</b> 33,587/25,622	<b>116%</b> 53,740/46,233	← + 7,508
<b>TOTAL</b>	<b>87%</b> 2,585/2,960	<b>88%</b> 42,517/48,535	<b>102%</b> 76,021/74,720	<b>96%</b> 121,123/126,215	← 5,092

# MOSQ Reclassification

## Phase I IDT




**FY01 Quarterly Performance**



- Significant decrease in quotas after 1<sup>st</sup> Qtr
  - 1<sup>st</sup> Qtr: 10,950 Quotas & 8,173 Inputs
  - 2<sup>nd</sup> Qtr: 3,317 Quotas & 2,768 Inputs
- 3<sup>rd</sup> Qtr improvement is mainly Phase I of
- 18 of 97 QSMs combined total of 3,300 unused quotas

**FY01 Summary**

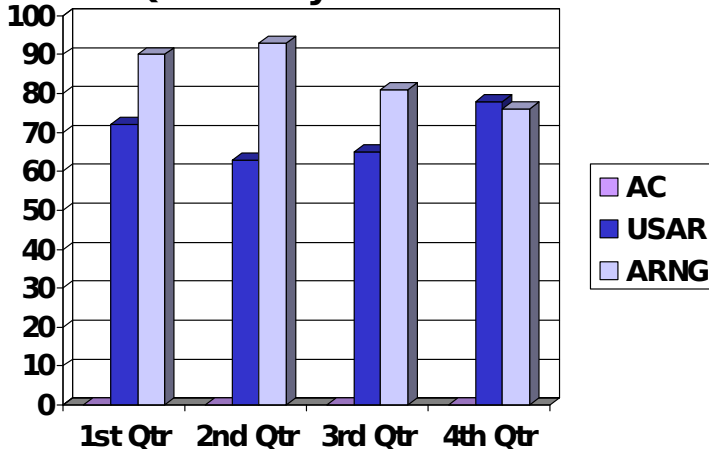
	QUOTA S	INPUTS	% FILL	UNUSE D
AC	0	8	0%	0
USAR	6,612	5,234	79%	1,378
ARNG	10,498	8,598	81%	1,900
TOTAL	17,110	13,840	80%	3,270

90-100%   
 80-89%   
 ≤79% 

# MOSQ Reclassification

## Phase II ADT

**FY01 Quarterly Performance**



- **Inverse of Phase I**

- **1<sup>st</sup> Qtr: 998 Quotas & 851 Inputs**




- **4<sup>th</sup> Qtr: 8,789 Quotas & 6,809 Inputs**

- **Requirements are valid - soldiers not get to training**

- **15 of 97 QSMs have 50% of unused quota**

**FY01 Summary**

	QUOTA S	INPUTS	% FILL	UNUSE D
AC	0	10	0%	0
USAR	6,422	4,577	71%	1,845
ARNG	13,235	10,758	81%	2,477
<b>TOTAL</b>	<b>19,657</b>	<b>15,345</b>	<b>78%</b>	<b>4,312</b>

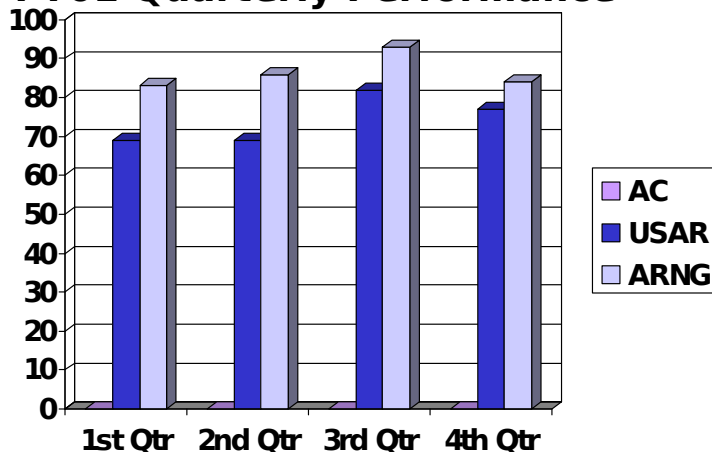
90-100%   
 80-89%   
 ≤79% 



# Non-Commissioned Officer Education System

## RC PLDC

**FY01 Quarterly Performance**






• Fewer conflicts for soldiers in Jun thru Aug

• Trend:

- FY98 - 61%
- FY99 - 69%
- FY00 - 80%
- FY01 - 82%

**FY01 Summary**

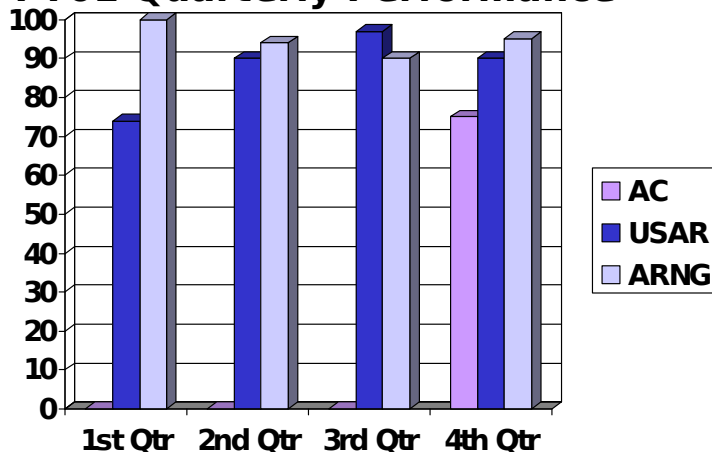
	QUOTAS	INPUTS	% FILL	UNUSED
AC	4	0	0%	4
USAR	4,500	3,391	75%	1,109
ARNG	8,010	6,970	87%	1,040
TOTAL	12,514	10,361	82%	2,153

90-100%   
 80-89%   
 ≤79% 

# Non-Commissioned Officer Education System

## BNCOC Phase I IDT

**FY01 Quarterly Performance**






**•Trend:**

- FY98 - 70%
- FY99 - 76%
- FY00 - 86%
- FY01 - 92%

**FY01 Summary**

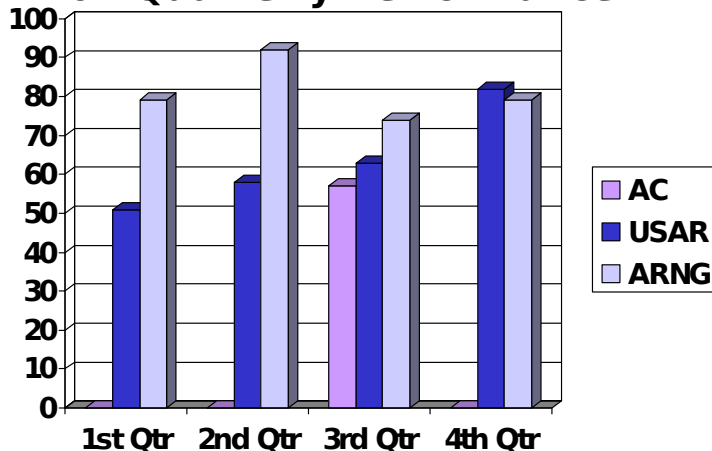
	QUOTA S	INPUTS	% FILL	UNUSE D
AC	8	6	75%	2
USAR	2,689	2,323	86%	366
ARNG	4,725	4,541	96%	184
TOTAL	7,422	6,870	92%	552

90-100%   
 80-89%   
 ≤79% 

# Non-Commissioned Officer Education System

## BNCOC Phase II ADT

**FY01 Quarterly Performance**



• Only 800 quotas (15%) in 1<sup>st</sup> & 2<sup>nd</sup> Qtrs




• Challenge is in 3<sup>rd</sup> & 4<sup>th</sup> Qtrs

• Conflicting priorities at small unit level

• 18 of 97 QSMs have 50% of the unused quotas

**FY01 Summary**

	QUOTA S	INPUTS	% FILL	UNUSE D
AC	7	4	57%	3
USAR	2,222	1,584	71%	638
ARNG	3,244	2,579	79%	665
TOTAL	5,473	4,167	76%	1,306

90-100%   
 80-89%   
 ≤79% 

# **Factors Contributing to Performance**

## **RC in AC Schools**

- **Challenge with forecasting accessions performance**
- **TATS-C implementation for ANCOC and BNCOC in TASS**
- **OAC quotas are centrally managed at NGB**

## **RC in RC Schools**

- **Classes start primarily once per year**
- **Non-MOSQ Prior Service accessions after 1 Nov wait for c**
- **Conflicting priorities for small unit leaders' duty time**
- **Additional AT/ADT funding shortfall**

# **Recommendations**

## **Initial Entry Training**

### **Refine ARM-G/R forecasting model**

- **NGB/OCAR/DA G1**
- **Use of historical averages in NPS accessions and inputs for BCT, AIT and OSUT**
- **Expected outcome would be at least a 50% (4,450) reduction of unused quotas for the RC**

# **Recommendations**

**(continued)**

## **Initial Entry Training**

**Increase seat reservation cut off from 30 days to at least 45 days allowing open use of available quotas to any component**

- **DA G1/Accessions Command**

- **Improve the components ability to fill available unused seats**

# **Recommendations**

**(continued)**

## **Initial Entry Training**

**Develop incentive for IET attendance in non-surge period**

- **NGB/OCAR/Accessions Command/DA G1**
- **Quick-ship bonus will provide a sales tool for Recruiting force to input new enlistments in the “bath tub” months**
- **Supports reduction in summer surge**

# **Recommendations**

**(continued)**

## **Reclassification Training**

**Accountability for not achieving DMOSQ within 24 months of accession**

- **DA G1**
- **Change to AR 614-200 (Enlisted Assignments) - soldiers non-DMOSQ for more than 24 months will be processed for separation**
- **Increase use of available Reclass quotas**



# **Recommendations**

**(continued)**

## **Reclassification Training**

**DMOSQ a prerequisite to attending Annual Training with unit (FORSCOM)**

- DA G3/FORSCOM**
- Change AR 350-41 (Unit Training) and FORSCOM/ARNG/USAR 350-2 (Reserve Training) to include Annual Training attendance policy**

# **Recommendations**

**(continued)**

## **Reclassification Training**

**Increase funding for student and instructor pay and travel**

- **DA G3**
- **Need additional allocation of \$52 million to get soldiers to training and train the load**

# **Recommendations**

**(continued)**

## **Non Commissioned Officer Education System**

**Significantly reduce RC ANCOC/BNCOC requirements in AC schools following TATS-C implementation**

- **NGB/USARC**

- **Zero-out requirements at TRAP #51, 2<sup>nd</sup> Qtr FY03**

# **Recommendations**

**(continued)**

## **Non Commissioned Officer Education System**

**Re-look conditional promotions for completion of Phase I BNCOC**

- **NGB/OCAR/DA G1**
- **Change AR 140-158 removing authority to promote upon completion of Phase I**
- **Incentive for soldiers to complete Phase II ASAP increasing quota fill rate from 75% to 90% (+75%)**

# **Recommendations**

**(continued)**

## **Officer Education System**

### **Decentralize management of OAC quotas**

- **NGB**
- **Assumption is the requirements are valid**
- **Make States accountable for quota fill rate resulting in an increase from 69% to 90% (+381)**

# Greatest Potential for Improvement

COMMAND	COMMAND SIZE	FY01 UNUSED QUOTAS	FY01 QUOTA FILL RATE		3 YEAR AVERAGE
NY ARNG	11.8K	543	68%	↓	77%
70 <sup>th</sup> RSC	4.7K	268	72%	↑	66%
96 <sup>th</sup> RSC	5.7K	379	73%	↑	69%
90 <sup>th</sup> RSC	17K	791	74%	↑	72%
77 <sup>th</sup> RSC	10.2K	624	74%	↑	75%
VT ARNG	3K	220	74%	↓	88%
VA ARNG	7.5K	444	75%	↓	78%
94 <sup>th</sup> RSC	6.2K	251	79%	↑	75%
WV ARNG	4K	231	80%	↑	77%
88 <sup>th</sup> RSC	22.1K	895	80%	↓	79%
81 <sup>st</sup> RSC	29.7K	849	84%	↑	77%
OK ARNG	7.3K	265	85%	↑	84%

- Arrow indicates change from previous year
- Commands with the most unused quotas and a fill rate of 85% or less



# QUESTIONS

**Training and Doctrine Command**

# Individual Training Management Life Cycle

- **Linkage of TASS CoC/NTCC/IT CoC**
- **Announce FY03 schedule at NTCC '02**
- **Draft ITMLC/AR 350-10**

**1-16 Oct, SMDI**

**5-9 Aug, NTCC**

**10-14 Jun, "" Reg A**

**3-7 Jun, "" Reg D**

**28-31 May, "" Reg F**

**20-23 May, "" Reg G**

**13-17 May, "" Reg C**

**6-10 May, RTCC/WTRAP Reg E**

**29 Apr-3 May, RTCC/WTRAP Reg B**

**11-14 Feb, ITSW**



## TASS Integration Conference

- AAR published
  - Conf Jun & Dec w/ VTC Mar & Aug
  - Role of the T-XI in QAO
  - Addressing T-XI admin issues
- 4-5 Dec (TBD) C  
Sep MOI for Dec C  
Aug 4<sup>th</sup> Qtr VTC  
May MOI for Aug VTC  
26-27 June (TBD) Conferen  
Apr Location & Agenda for Jun  
March 2<sup>nd</sup> Qtr VTC  
S: 22 February Publish Agenda  
S: 8 February VTC Announcement  
10 December Published AAR  
28-29 November TASS Integration Conferen

## TRADOC RC GO Conference

- Issue feedback with invitation
- Focus more on future
- Sustain breakout/backbrief format
- Include RSC Commanders

Jan 03 Conf Invite

1 Sep 02 Conf AAR

23 Aug 02 Summarize ta

22-23 Aug 02 RC GO Confer

Jul 02 IPR with CG

May 02 RAH to CG

Apr 02 IPR with DCST

Mar 02 Draft Theme and Agenda

Jan 02 FY02 Conference Invitation

16-17 01 Aug RC GO Conference

**TASS ISSUE TRACKING**

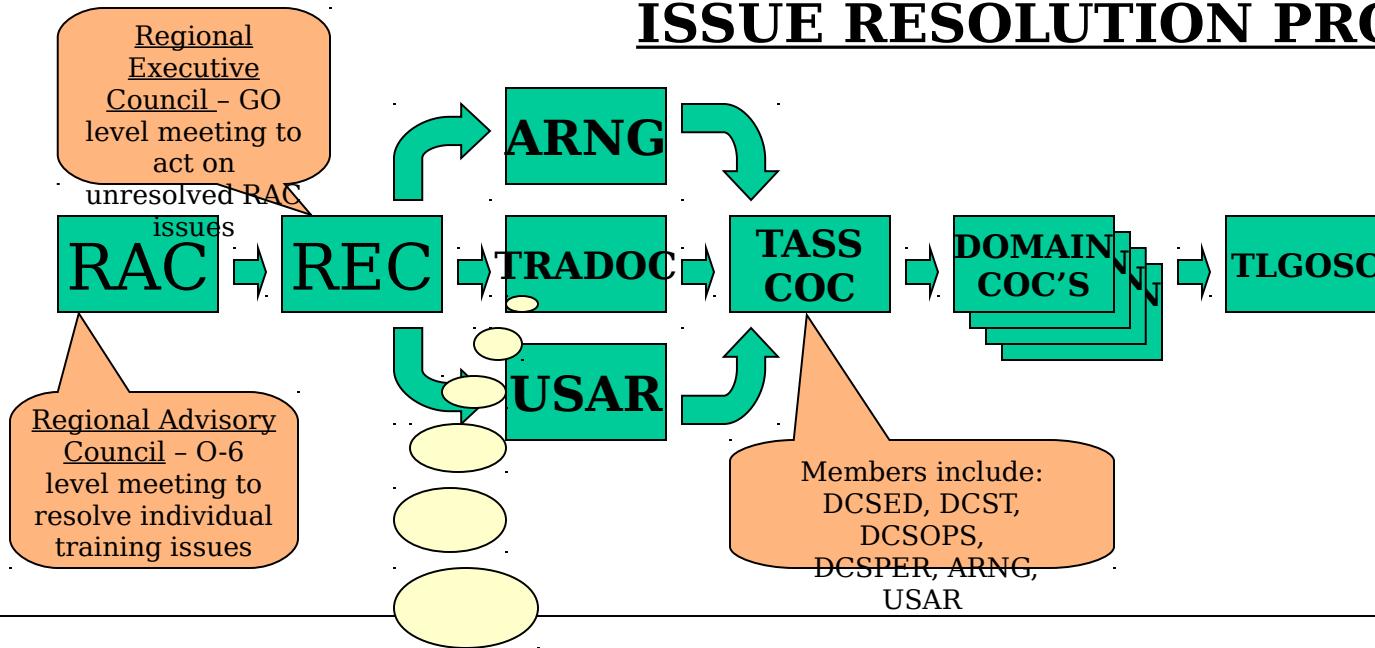
**BRIEFING TO TIE DIRECTORS**

**13 Feb 02**

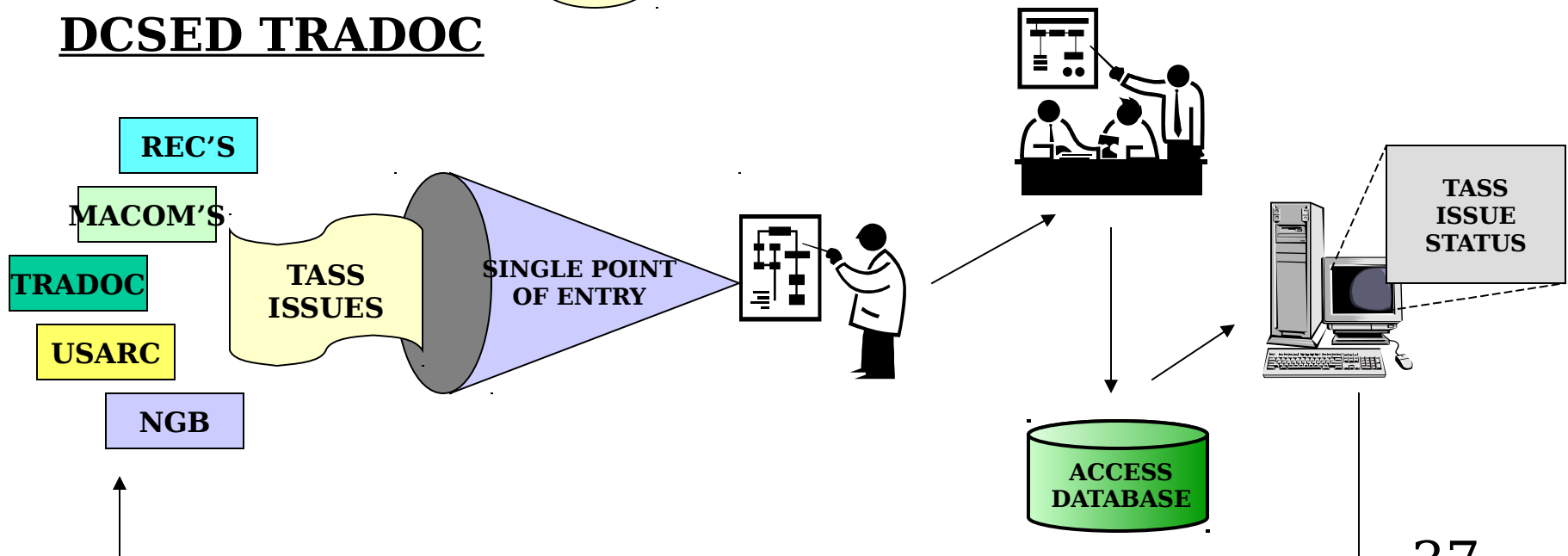
## **TASS ISSUE TRACKING**

- **Need a closed-loop system**
- **Easy access for the end user**
- **On-demand report of open and closed issues**
- **TASS Website menu pick**
- **Low maintenance inputs and updates**
- **Single point of entry for all issues**
- **Screening for validity and completeness**

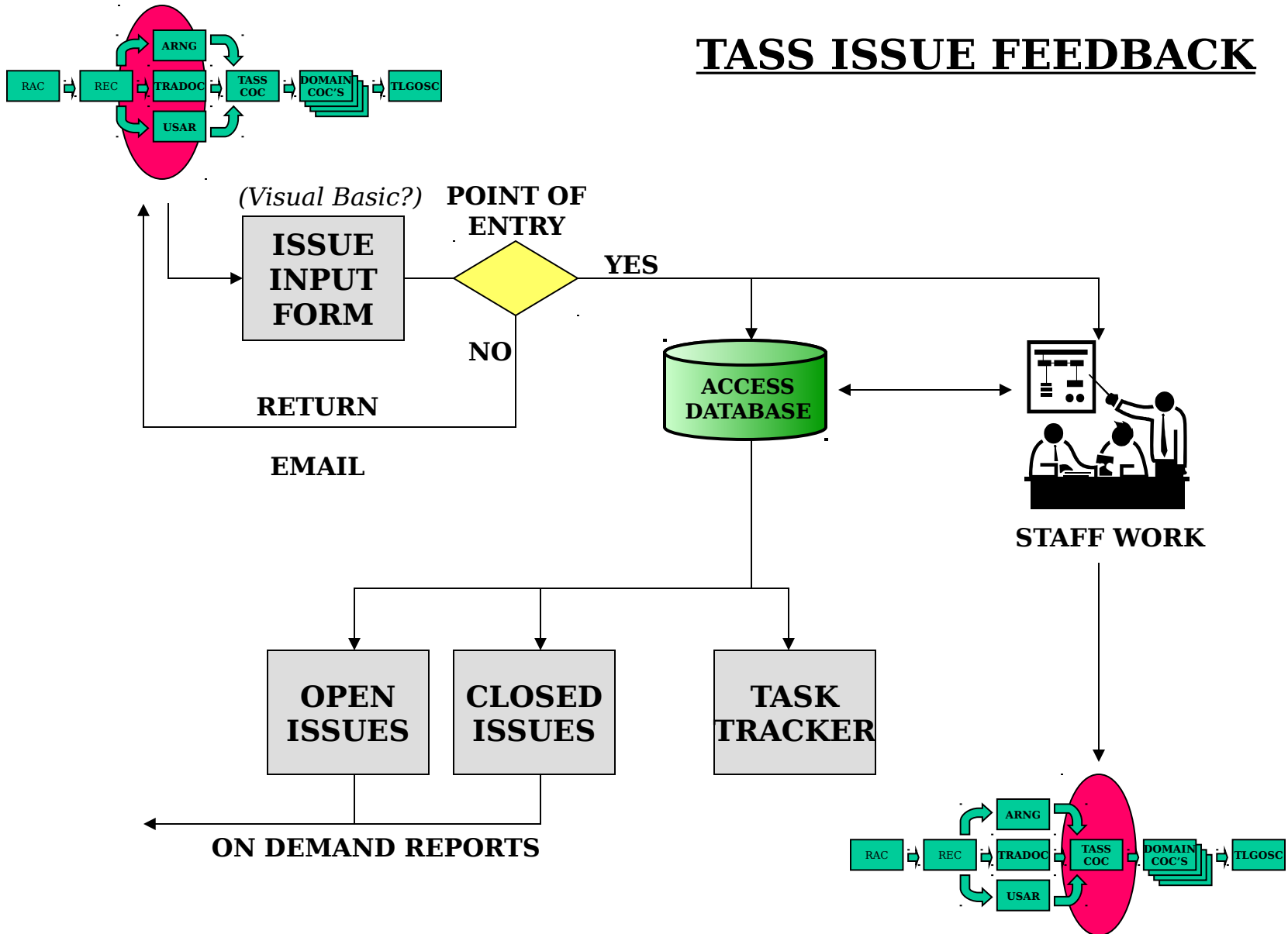
# ISSUE RESOLUTION PROCESS



## DCSIED TRADOC



# TASS ISSUE FEEDBACK



## **ROAD AHEAD**

- **Project a solution by end of May 02**
  - **Process - SOP**
  - **System**
- **Interim fix:**
  - **Excel spreadsheet**
  - **FTP site from TASS website**
  - **Consolidate all known “issues”**
  - **Validate for completeness**
- **TIEs help in communicating to RAC/RECs**